



Osan Air Base Equal Opportunity & Dispute Resolution Team



The Equal Opportunity program works to promote a positive human relations climate, free from sexual harassment and unlawful discrimination based on **race, color, national origin, religion or sex** (also **age (40+), physical or mental disability, reprisal and/or genetic information** for DoD civilian employees). Our goal is for every individual to have the ability to rise to the highest level of success based on their own performance and merit. We provide methods of clarification and dispute resolution to active-duty, activated and civil service members, dependents and retirees who believe they are victims of **unlawful discrimination or sexual harassment**. We also provide education/assistance to help personnel identify/prevent negative human relation factors.

Contact Us:

Call

784-4848/4040

Visit

Bldg. 819, Rms. 3-6

E-Mail

51fw.eo@osan.af.mil

After-Hours Assistance

Command Post @ DSN 784-7000

EO Process (Military, Retirees, Family Members)

Informal Complaints use the chain of command for resolution- they can be elevated to a Formal Complaint

Informal Complaint uses your chain of command to resolve alleged violation, can be raised to Formal Complaint if necessary

Formal Complaint process seeks resolution within 20 days (14 days for sexual harassment) through EO with JA review

EO Process (DoD Civilians)

Complaints must be filed within 45 days of alleged allegation 30-day fact finding /interviews performed by EO Counselor

Formal complaint may be filed within 15 days of final interview

If complaint is filed, Installation Commander determines if claim has merit for further action

If accepted, investigation is concluded in 180 days – extensions are available

Alternative Dispute Resolution through facilitation/mediation is available and encouraged anytime throughout the process.

FEDERAL REGULATIONS [29 CFR PART 1614.102(B)(5)&(7)] & AFI 36-2706 REQUIRE MANDATORY POSTING OF THIS NOTICE ON ALL ORGANIZATIONAL BULLETIN BOARDS AND BREAK ROOMS